

Office Memorandum • UNITED STATES GOVERNMENT

TO : Director of Training

DATE: 17 December 1954

FROM : Chief, Junior Officer Training Program

SUBJECT: Significant Developments During 1954 in the Evolution of the Junior Officer Training Program

In spite of the fact that the number of civilian slots for the JOT Program was cut from 150 to 90, of which 30 were assigned to the JCD Program, and the number of specialized recruiters was reduced by two-thirds, appreciable progress has been made and increased recognition of the value of the Program noted in the following respects:

1. Statistics:

| | <u>1953</u> | <u>1954</u> |
|----------------------|-------------|-------------|
| Male JOT's | <u>18</u> | <u>34</u> |
| Female JOT's | <u>3</u> | <u>5</u> |
| OCS prior to Service | <u>5</u> | <u>3</u> |
| OCS on board | <u>19</u> | <u>30</u> |
| OCS civilianized | <u>-</u> | <u>3</u> |
| TOTAL on board Hq. | <u>45</u> | <u>75</u> |
| OCS away on duty | <u>35</u> | <u>24</u> |
| TOTAL in Program | 80 | 99 |

2. The addition of a Deputy Chief has filled a tremendous need.
As a result:

a. we know a great deal more about the JOT's, their progress, their characteristics, the quality of their performance, and have developed close liaison with their supervisors

b. the individual training programs are specifically worked out in advance

c. the quality of training has been measurably improved

d. the value of the long-range, tailored training program has been established (and, indeed, imitated by the development of the JCD Program)

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e. the high quality of JOT's has been recognized in many areas of the Agency

f. greater emphasis has been placed on DDP experience as basic to training

g. JOT group solidarity and morale have been improved

h. and of particular importance, the identity of some first-rate supervisors who are interested in the training process has been established.

3. Practically all JOT's have been sent to Phase II shortly after completion of BIC.

4. Eleven JOT's have been or are overseas, while five others will leave for overseas assignment in the immediate future.

5. Twenty JOT's now on board are studying foreign languages.

6. Outstanding Performance:

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a. [REDACTED] Award for being the Outstanding OCS Graduate in 1953.

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b. [REDACTED] were designated Distinguished Graduates in their respective OCS classes.

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d. [REDACTED] has been chosen to give a lecture at several meetings of the BOC.

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e. [REDACTED] has been appointed as Consultant to the Director of Training.

7. Mechanics of operation have been improved by:

a. comprehensive testing in the field

b. bringing candidates to Washington at Government expense for pre-employment physical examinations

c. establishing a firm promotion policy for officers in the OCS Program, to be implemented when they civilianize, and for establishing time-in-grade in qualifying for the Career Staff

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- d. arranging physical examinations for OCS candidates before they EOD
 - e. bringing candidates to Washington at Government expense for testing
 - f. assessing all JOT's during the EOD processing
 - g. recruiting candidates from the college ROTC Programs
 - h. and in developing improved morale by occasional meetings of all JOT's and by visits to Ft. Benning, Ft. Knox, and [REDACTED] A6a
8. The re-indoctrination of University Consultant-Contacts resulted in increased enthusiasm for the Program.
9. The number of demands for JOT's far exceeds the supply.



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